

APFA

BOARD OF DIRECTORS MEETING

2015 ANNUAL CONVENTION

March 10-13, 2015
 Courtyard Philadelphia Downtown
 Philadelphia, Pennsylvania

Resolution Tally Sheet	Resolution #: 3
	Maker: Pharr
	Second: Salas
	Date: 03/13/2015
	Time: 11:49 a.m.

Resolution Name: Policy Manual Changes

<input type="checkbox"/> AFFECTS POLICY MANUAL:		
YES = Yes	ABS = Abstain	PXY = Proxy Vote
NO = No	N/A = Absent	REC = Recuse
PASS = Pass		

COMMENTS:

	BOS	BOSS	CLT	DCAA	DCAUS	DFW	IDF	JFK	LAX	LAXI	LGA	MAA	IMA	ORD	IOR	PHL	PHX	RDCU	SFO	STL	PRES — Tie-Breaker	
	Denmark	Vargas	Bossi	Valenta	Britton	O'Kelley	Bedwell	Lewis	Nikides	Ransom	Casadey	Moyer	Trautman	Breckenridge	Wroble	Kaswinkel	Seelye	MacPherson	Salas	Foust	Glading	
YES	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
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ABS	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
N/A	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
PXY	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
REC	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

YES: 20 NO: 0 ABSTAIN: 0 ABSENT: 0

Status: **Passed** Failed Tabled Withdrawn Show of Hands

WHEREAS, Article III, Section 3.L(1) and (2) of the APFA Constitution authorize the Board of Directors to set policy for the APFA and to review, and if necessary, modify the APFA Policy Manual; and

WHEREAS, an APFA Policy Manual Committee has prepared modifications to the Policy Manual to reflect the June 2014 amendments to the APFA Constitution and to otherwise update, clarify or modify APFA policy;

APFA
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BE IT THEREFORE RESOLVED, that the APFA Board of Directors adopts the Policy Manual changes set forth in the attachment to this resolution.

POLICY MANUAL

SIGNIFICANT CHANGES EXPLANATIONS

SECTION 2

2.H.1.b(4) - Deleted because the language is also included in 2.H.1.b(5).

SECTION 3

3.A.5 to read – 5. Newly-elected / duly-elected Base Presidents and/or Base Vice Presidents who have expressed a desire to attend New Base President / Base Vice President training can do so as outlined under Section 5.K.1 of this Policy Manual.

3.A.6. new section to read: Attendance at the Annual Convention, in it's entirety, will be offered to newly-elected Base Presidents and Base Vice Presidents prior to the beginning of their term.

3.D.1.d - Deletes this section to reflect the changes made to the Regional Representative language in the Constitution.

3.E.2.c - Changes the terminology to correctly reflect the title of the Instructors. Amend to read: Recurrent Training Instructors

SECTION 4

4.A.4.b(1)(c) - Changes the number to 60 to allow for fewer space constraints in the selection of convention properties.

SECTION 5

5.D.2.a; 5.D.3.a; 5.D.4.a ; 5.D.5.a - Changes to 3.5 hours to reflect the change in PVD pay. This is consistent with the changes we have made to these sections previously during the LBFO.

5.B.1 - Amended to read: Any member who wishes to appeal the application of this policy may do so to the APFA Executive Committee, ~~except that the late submission of expense reports shall not be the basis for an appeal.~~ Any member who wishes to appeal the ruling of the Executive Committee regarding the application of this policy may do so to the APFA Board of Directors, except rulings regarding late expense reports. The APFA Executive Committee decision regarding the appeal of late submission of expense reports shall be final and binding.

5.I.10.a - Removes 'without appeal'. Amend to read: Expense reports submitted more than three(3) months after the end of the calendar month in which they are incurred shall not be considered by the APFA National Treasurer. If the member appeals, the APFA Executive Committee may allow late submission based on extenuating circumstances. The decision of the Executive Committee will be final and binding”

5.K.1. Amend to read – New Base President/ Base Vice President training will be offered to the newly-elected Base Presidents and Base Vice Presidents as soon as possible after the election has been certified by the NBC but no later than 10 days after the beginning of their term. Such training will neither be considered a benefit nor entitlement of every new term. All expenses in conjunction with this training will be charged to the Board of Directors budget.

SECTION 9

9.B.4.d(1) - Changes the number of days to 5 and deletes a portion of the language to make it consistent with the transition of the outgoing base president language. Amend to read: At the end of a term or consecutive

terms (a base closure will be considered the end of the term), Base Vice Presidents shall be provided with a five (5) day transition period beginning on the first day of the contractual month.

SECTION 13

13.B.1.b - Replaces the term Contract Administration Department with Contract Department throughout.

13.B.1.c(2)(b)[5]- Corrects the name of the department.

13.B.1.h.(1)(a)- Removes the reference to the number of national representatives so that it reads: All APFA national committees established pursuant to paragraph A. above, with the exception of the Joint Scheduling Committee, shall be comprised of the National Chair and five (5)-national representatives. ~~The national representatives should include at least two (2) from the Domestic and two (2) from the International Operation, provided that each representative:~~

13.B.1.h.(1)(b) - Amended to read: The Joint Scheduling Committee shall be comprised of the National Scheduling Chair and five (5) National Representatives. The National Representatives shall include one (1) representative from each of the five (5) regions, and one (1) representative from the System Board of Adjustment.

[a] Northeast Region – Boston, New York, Philadelphia, Washington, D.C

[b] Southeast Region – Charlotte, Raleigh, Miami

[c] Western Region – Los Angeles, Phoenix, San Francisco, St. Louis

[d] Dallas Region

[e] Chicago Region

SECTION 14

14.G.1 – Amend Section to read: “The APFA National Secretary shall direct that Willingness-to-Serve Notifications be sent or posted in accordance with applicable provisions of the APFA Constitution.”

14.G.13 – Amend Section to read: “Only the official WTS as supplied by the APFA, a photocopy of such form, a print-out from apfa.org or an electronic submission through apfa.org will be accepted by the NBC.”

14.Q.2 – removes the necessity for a recorded hotline. The call-in recorded hotline is costly to maintain and receives very few callers.

14.Q.2.a- deleted due to the deletion of the recorded hotline.

SECTION 19

Removes Sections A and C as they have both run their course timeline wise

And lastly – Section 13.B.1.e would be changed to include the text below for the Injury on Duty Department. (The remainder of that Section 13 would move accordingly: f. Safety and Security Department, g. Scheduling Department, h. National Chairs, etc.)

e. Injury on Duty Department

(1) Chair

In addition to the general duties of a Chair as provided in 13.B.1., the Injury on Duty Chair will:

Maintain reference materials for all Worker' Compensation programs in States in which we have flight attendant bases.

Maintain the APFA IOD Packet, a reference packet outlining the rights of injured workers, and outlining the process for injured workers.

Train and support base IOD Representatives, and coordinate with Base Presidents the responsibilities of the base IOD Representatives.

Advocate on behalf of APFA members with the Workers Compensation Administrator and American Airlines. Act a second level resource for Base IOD Representatives for complicated issues.

Coordinate with base representatives and administer applicable aspects of the following APFA programs:
Referral Program,
Professional Standards,

Coordinate with base representatives to monitor Company practice and compliance with respect to issues including and related or similar to the following:

IOD Procedures and Benefits
IOD Providers and vendor availability.
Health Insurance/Benefits

Coordinate with Employee Assistance Program (EAP) Specialist regarding the following responsibilities:
Referral Program;
Professional Standards;
Mental Health; and

Critical Incident Stress Debrief (CISD), including the coordination of any and all related and required training for base representatives, and coordination and administration of any and all company, DOT and or other regulatory policies and procedures that fall within this department.